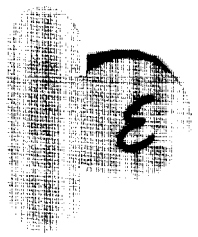
Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9



Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9

Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9

E SERVICE SUMMARY

Executive Positions (GS 15-17)	[redacted]	25X1
Projected Vacancies		
FY 79 FY 80 FY 81	[redacted]	25X1
Accuracy of Last Year's Projection	Underestimated [redacted]	25X1
Executive List (GS 15-17)	[redacted]	25X1
Projected FY 79 Retirements/Resignations		
GS 16-17	[redacted]	25X1
Projected Retirement Rate, GS-16 Up	[redacted]	25X1
Executive Development Roster FY 79-81		

	Number	% ODS	
GS-15 GS-14 GS-13	[redacted]		25X1

Ratio of Developmental Experiences to Officers on the EDR	[redacted]	25X1
% of Planned Developmental Experiences Achieved Last Year	[redacted]	25X1
Ratio of Executive Development Roster to Executive Positions	[redacted]	25X1

25X1

[redacted]

Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9

CONFIDENTIAL
Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9

E SERVICE SUMMARY

The E Career Service currently has [redacted] of its executive positions filled by officers considered to be fully qualified. Although [redacted] officers are to be transferred to the Executive List in FY 1979, [redacted] retirements/resignations are also projected, indicating that the percentage of positions filled by fully-qualified officers is not likely to change significantly until at least FY 1980. When all GS-15's on the Executive Development Roster are added to the pool of fully-qualified Executive List personnel, the ratio of candidates to executive positions is an acceptable [redacted] However, it should be noted that only [redacted] GS-15's will be considered fully qualified during this fiscal year.

The development of officers on the Executive Development Roster was successful last year; [redacted] the planned developmental actions were carried out. In light of paragraph 1 above, it is clearly apparent that this high rate must be sustained, if not increased, to develop officers for projected vacancies.

Inasmuch as the professional positions in the Office of the Comptroller are staffed by officers on rotation from the directorates, no candidates are specifically identified and these rotational positions should not be considered when reviewing the E Service Executive List and Development Roster.

RECOMMENDATION: The E Career Service Board should closely monitor developmental actions planned for officers on the Executive Development Roster, particularly those at the GS-15 level, to prevent a shortfall of fully-qualified candidates for executive vacancies in FY 80-81.

Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9
CONFIDENTIAL

Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9
CONFIDENTIAL

E SERVICE OFFICE SUMMARIES

OGC

25X1 [ ] vacancies are projected: [ ] At 25X1

25X1 least [ ] candidates are listed for each. [ ] officers are listed on 25X1

the EDR with a general statement covering assignment planning and training which recognizes the fact that they will remain as Agency attorneys and not move into other executive positions.

O/Compt

25X1 [ ] vacancies are projected: [ ] 25X1

25X1 [ ] No candidates are listed because the positions are staffed by personnel from all directorates who serve 2-3 year rotational tours.

25X1 There are [ ] E Career Service officers, however, on the EDR, each with assignments described in general terms. Training is planned for

25X1 [ ]

OIG

25X1 [ ] is projected in FY 80 and [ ] 25X1

25X1 The EDR lists [ ] officers who will be given rotational assignments within OIG. One training course is planned for each.

Audit Staff

25X1 [ ] vacancies are projected for FY 79. [ ] 25X1

[ ] 25X1

25X1 [ ] officers are listed on the EDR. Although timing has not been firmly established for training, the planning for courses and developmental assignments appears to be very good.

Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9
CONFIDENTIAL

Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9

OEEO

25X1 [redacted] is projected in FY 81. [redacted] candidates are already in 25X1

25X1 the Office. [redacted] officers are listed on the EDR. Training courses are limited, but some emphasis is placed on attendance at conventions and conferences. Assignments are within OEEO.

OPA

25X1 No vacancies projected. [redacted] officers are listed on the EDR who will continue in OPA. All will attend training in FY 79 [redacted] will 25X1 also attend in FY 80.

Office of the Director

No vacancies projected. [redacted] listed on the EDR, all 25X1

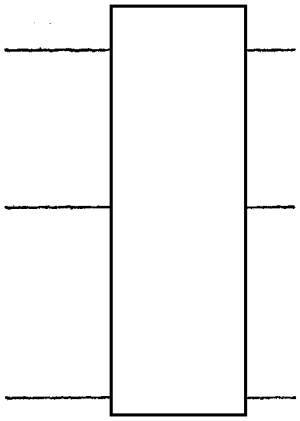
25X1 remaining in the IC area. [redacted] will participate in an IC orientation; otherwise, no training courses are planned.

Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9

Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9

PERSONNEL DEVELOPMENT PROGRAM
PERSONNEL PLANNING
STATUS REPORT - 1 OCTOBER 1978

1. Number of executive level positions in Career Service (all GS-17, 16 and SPS positions plus selected GS-15 positions).



25X1

2. Number of fully qualified officers in grades GS-17, 16, 15 and SPS.

3. Number of Development Roster officers expected to qualify for Executive List in fiscal year 1979.

4. Are there any positions listed in item 1 above for which there is no individual in item 2 or 3 who can replace the incumbent?

Yes

If so, please identify positions. (If more space is needed, please use reverse side of this page.)

Positions identified on Chart VII (Compt) and GE 93 FR 51

5. Are there candidates for these positions on the Roster who will be qualified during FY 80, 81?

Some

Will the above candidates satisfy all position requirements?

Yes

If not, what plans are being made to develop or identify qualified replacements - outside the Career Service, recruitment outside the Agency?

Identification of vacancies and requests for candidates to Directorates. OPA to recruit outside Agency if necessary.

25X1

Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9

25X1

Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9

Next 10 Page(s) In Document Exempt

Approved For Release 2005/08/02 : CIA-RDP82-00357R000800030006-9